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ABSTRACT

This document describes the findings of a 1997 sexual harassment student opinion survey conducted at City College of San Francisco. Survey questions were jointly developed by the Sexual Harassment Prevention Sub-Committee of the Diversity Advisory Committee and the Office of Research and Planning, approved by the College Advisory Council, and administered by trained volunteers to over 1100 students at the Phelan and Castro-Valencia campuses. General findings include that: over 75% of the respondents do not know the current CCSF procedure for reporting sexual harassment; 66% of women versus 34% of men indicate personal experience of gender discrimination; the rate of sexual orientation discrimination personally experienced by women is about twice that experienced by men; if confronted by sexual harassment, few students would drop a course or drop out - most (68%) indicate they would follow the established CCSF reporting procedure. The committee recommended improvement in student and employee education about types of sexual harassment and reporting procedures, specifically supporting mandatory employee diversity training to impart a common understanding of what does and does not constitute sexual harassment. (PGS)

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CITY COLLEGE OF SAN FRANCISCO

1997 Sexual Harassment Student Opinion Survey

Sexual Harassment Subcommittee

R Gregner

1

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In Fall 1996 the Sexual Harassment Prevention Sub-Committee of the Diversity Advisory Committee decided to conduct a campus survey to determine the opinions, attitudes, and experiences of City College students on the issue of sexual harassment. Together with the Office of Research and Planning they designed a survey that was approved by the College Advisory Council. In Spring 1997, the subcommittee administered the survey to 40 Credit classrooms at the Phelan and Castro-Valencia campuses. In every instance the course instructor gave permission to administer the survey. Trained volunteers conducted the survey. Over 1100 students responded.

General Findings:

- Over 75% of the respondents indicate they do not know the current CCSF procedure for reporting sexual harassment.
- The rate of gender discrimination personally experienced by women is twice that experienced by men (68% vs. 32%)
- The rate of sexual orientation discrimination personally experienced by women is about twice that experienced by men (66% vs. 34%)

- Few students indicate they would drop a course or drop out of school if confronted by sexual harassment; most (68%) indicate that they would follow the established CCSF reporting procedure.
- Half (51%) of the respondents indicated they increased their knowledge of sexual harassment by reading CCSF information on the subject.
- Respondents were asked if they had direct experience with a specific list of inappropriate behaviors exhibited by other students, instructors or other college employees and ten percent indicated they had such experiences. As might be expected as the severity of the behavior increased in the list presented, the frequency indicating exposure declined.

The three most frequent inappropriate behaviors exhibited by other students – were:

- Told frequent sexual jokes in my class or my CCSF work setting (108)
- Made insulting or unfair comments about men or women on school grounds (104)
- Made insulting or unfair comments about men or women in my CCSF class or work site (74)

The three most frequent inappropriate behaviors exhibited by instructors were:

- Made insulting or unfair comments about men or women in my CCSF class or work site (77)
- Favored me OR discriminated against me on the basis of my gender (55)
- Made insulting or unfair comments about men or women on school grounds (43)

Given these survey findings, the committee recommends:

- Additional student education on what sexual harassment is and college procedures for reporting it.
- Additional education for employees on this topic to ensure that students get correct, consistent information and employees know what behaviors are inappropriate.
- The Sexual Harassment Subcommittee wholeheartedly supports the mandatory diversity trainings that will begin Fall 1998 because the training will provide a common understanding of what does and does not constitute sexual harassment enabling employees to

provide consistent information to students and it will help restore confidence in student-employee interactions.